

**COMPARISON SUMMARY OF TAPES**  
**Change 1 AR 690-400, Chapter 4302**

**FORMER**

Senior Rater Profile - The profile which shows the number of Ratees at the same grade level that the Senior Rater rated at each of the five overall performance rating levels for a rating period.

Senior Rater with responsibility for managing performance awards budget **must approve all** ratings of record.

Performance Requirements

BASE SYSTEM

Success Level 1

Non-supervisor: Rated EXCELLENCE in at least **2 or more responsibilities** and SUCCESS in remainder.

Supervisor: Rated EXCELLENCE in **3 or more responsibilities** - at least one of which must be either Supervision/Leadership or EEO/AA - and SUCCESS on remainder.

Success Level 2

Non-supervisor: Rated EXCELLENCE in **1 of the responsibilities** and SUCCESS on remainder.

Supervisor: Rated EXCELLENCE in **two responsibilities** – at least one of which must be either Supervision/Leadership or EEO/AA - and SUCCESS in the remainder.

SENIOR SYSTEM

Success Level 1

Non-supervisor: Rated EXCELLENCE in **over 50% of Objectives** and SUCCESS in remaining Objectives.

**NEW**

Senior Rater Profile **discontinued**.

The use of Senior Raters to review performance plans and rating of Fair and above is a **MACOM or Independent Reporting Activity decision** which may be delegated down the chain of command. **All activities at Fort Eustis and Fort Story will retain the use of Senior Raters.** Senior Raters must review all Unsuccessful ratings.

Performance Requirements

BASE SYSTEM

Success Level 1

Non-supervisor: Rated EXCELLENCE in **3 or more responsibilities** and SUCCESS in remaining non-supervisory responsibilities.

Supervisor: Rated EXCELLENCE in **4 or more responsibilities** - one of which must be either Supervision/Leadership or EEO/AA - and SUCCESS in remaining responsibilities.

Success Level 2

Non-supervisor: Rated EXCELLENCE in either **1 or 2 responsibilities** and SUCCESS in the remaining non-supervisory responsibilities.

Supervisor: Rated EXCELLENCE in either **2 or 3 responsibilities** – one of which must be either Supervision/Leadership or EEO/AA – and SUCCESS in the remaining responsibilities.

SENIOR SYSTEM

Success Level 1

Non-supervisor: Rated EXCELLENCE in **75% or more of the Objectives** and SUCCESS in remaining non-supervisory Objectives.

## FORMER

### SENIOR SYSTEM cont.

Supervisor : Ratee must be rated EXCELLENCE **in over 50% of ALL Objectives** - which must include EXCELLENCE ratings for either Organizational Management/Leadership or EEO/AA Objective(s) – and SUCCESS in others.

#### Success Level 2

Non-supervisor: Rated EXCELLENCE in **25 - 50% of rated Objectives** and SUCCESS in remaining Objectives.

Supervisor: Ratee must be rated EXCELLENCE in over **25 - 50% of ALL Objectives** - which must include EXCELLENCE ratings for either Organizational Management/Leadership or EEO/AA Objective(s) – and SUCCESS in others.

### DA VALUES

PERSONAL VALUES: Commitment, Competence, Candor, and Courage

ARMY ETHIC: Loyalty, Duty, Selfless Service, and Integrity

## NEW

### SENIOR SYSTEM cont.

Supervisor: Ratee must be rated EXCELLENCE in **75% or more of all Objectives** –which must include EXCELLENCE ratings for either Organizational Management/Leadership or EEO/AA Objective(s) and SUCCESS in others.

#### Success Level 2

Non-supervisor: Rated Excellence in **25% - 74% of rated Objectives** and SUCCESS in remaining Objectives.

Supervisor: Ratee must be rated EXCELLENCE in **25% – 74% or more of all Objectives** – which must include EXCELLENCE ratings in either Organizational Management/Leadership or EEO/AA Objective(s) – and at least SUCCESS in others.

### ARMY CORE LEADERSHIP VALUES

Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage

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### NEW FORMS DATED AUGUST 1998 REFLECT THE ABOVE CHANGES

**DA 7222-1** Senior System Civilian Evaluation Report Support Form-**DA 7222** Senior System Civilian Evaluation Rpt

**DA 7223-1** Base System Civilian Performance Counseling Checklist/Record-**DA 7223** Base System Civilian Eval Rpt

**Reminder** – Evaluations for employees with **rating periods ending 31 October 1999 or 31 December 1999** should be completed on **DA Form 7222 or DA 7223 dated May 1993**. The new Forms dated August 1998 should be used to document performance expectations for the rating period ending in 2000.

All employees serviced by the CPAC Fort Eustis have the following rating periods.

#### Base System GS/WS/WG 1 - 8

ATSC	1 Feb - 31 Jan
JRPO	1 Mar - 28/29 Feb
AATD Demo Lab	1 Jul - 30 Jun
All others	1 Jan - 31 Dec
<u>All Senior System GS 13 ^ &amp; ES</u>	1 Jul – 30 Jun
<u>All Senior System GS/WS 09 – 12</u>	1 Nov - 31 Oct

Complete, signed evaluations are due in CPAC 45 days from the end of the applicable rating period.